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## Denali Training Fund Quarterly Progress Report

Funds for this project are provided by the USDOL and the Denali Commission and managed, in partnership, by the Alaska Department of Labor and Workforce Development.

Name of Organization: Kawerak, Inc.

Name of Project: Bering Strait Regional Apprenticeship program

Reporting Period: July-September, 2008

Contact Person: Dawn Salesky

Contact Number: 907 443-4354 Email Address: [dsalesky@kawerak.org](mailto:dsalesky@kawerak.org)

Expenditures to date: \$ 5,775.00

Certification: I certify that the information in this report is current, correct and true and in accordance with the terms and conditions of the agreement.

Signed by: [Signature] Dated 10-9-08

1. In a few sentences, please describe the scope of your project:

We are continuing recruiting and training for Apprentices in the Bering Strait Regional Apprenticeship Program. We have four training fields in the program: electrical workers, Plumbers, Carpenters, and Heavy Equipment Mechanics.

2. Project Activities for this Reporting Period:

Describe the grant activities that happened during this report period. Include planning, advertisement and/or training performance that occurred this quarter? List any accomplishments achieved. (Attach advertisements if applicable)

We contracted with a knowledgeable and certified instructor of this region to supervise each apprentice's training program by one year (approximately 80 hours of training). This individual has journeyman status in both Electrical and Plumbing work, and is a certified NCCER instructor. He has been working in the construction trades in this region for almost 40 years. Seven apprentices moved up one year in their NCCER educational components in their apprenticeship programs. Two advanced through Electrical 2, Two advanced through Plumbing 2, One finished his Carpenter 2, and One Each finished their Electrical 1 and Plumbing 1, educational programs. We sent off the Form 200's and are waiting for their certificates.

Of the other 5 Apprentices, four are inactive at this moment and not in their trades, and one plumber was busy out of town much of the training period and didn't get a chance to complete his educational component.

We had 2 other apprentices begin their Carpentry Apprenticeship applications, but they have not turned them back in to get acted on.

We had an additional training in August. This one was to work with the Journeymen of our apprentices. It was the NCCER ICTP (Craft instructor's Guide) program. We gained 3 new Trainers and one other was able to renew his certification through the training (1 Electrician, 2 Carpenters, and 1 Core instructor). As our only Plumbing and Electrical instructor is retiring and leaving the area, this will be a big boon to helping the apprentices finish their education training in their apprenticeship programs. All of these new journey men also have or had BSRAP apprentices in their employ, so this should be a good match for the program. These journeymen have passed all their training and tests. We are just waiting for their certifications to come back from NCCER.

### 3. Scheduled Project Activities/Important Dates for next quarter:

Describe your planned activities and training for next few months. Please include important dates like graduation, site visits, travel, job fairs, etc.

Our Apprenticeship Training is ongoing. We are still working with the State DOT to pioneer an apprenticeship program in Heavy Equipment Mechanics, but it is slow going. We are still working with Alaska Gold Mining Company to do the same apprenticeship as DOT (and maybe add a Heavy Equipment Operator's Apprenticeship program as well), but they are still stabilizing their workforce and mining capabilities.

We continue to recruit Apprentices in the Carpentry, Plumbing and Electrical worker's trades. The advantages for the employers has been that this is the only way apprentices can apply for a Alaska State DOL Mechanical Inspection fitness card, which allows the apprentices to work in commercial and public buildings. This has been a boon to both our local employers and workers.

### 4. a. How many are in your training program during this reporting period?

**We have 12 apprentices registered.**

### b. How many people have been trained and/or certified to date from this grant?

**The apprenticeship program is an 8000 hour (4 year) training program.**

We are just beginning our third year of training as a program. No one has graduated or been certified as a Journeyman. We have 9 apprentices trained through the first year of education for apprentices and at least 2000 hours (one

year) of work-time. Of those 5 are through their second year of educational training and have more than 4000 hours in the field as work time.

(Please complete form below.)

5. Please list complete the list by putting the community to which each individual trained is from, the type of training and certification, the graduation date and who will employ them upon completion of training.

Community where trainee lives	Type of Training/Service	Type of Certification to be earned/earned	Dates of training	Graduation Date	Employment commitment after training is complete
Nome DB	Electrical	Journeyman	4/06-4/10	6/10	Eagle Electric
Nome GB	Plumbing	Journeyman	11/06-11/10	12/10	Bering Straits Development Corp.
White AB Mountain	Plumbing	Journeyman	7/06-7/10	8/10	Inactive at present
Nome BC	Carpentry	Journeyman	9/07-9/11	11/11	Inactive at present
Nome DC	Electrical	Journeyman	11/06-11/10	12/10	Nome Joint Utilities
Nome DE	Electrical	Journeyman	8/07-8/11	10/11	Eagle Electric
Nome CG	Plumbing	Journeyman	3/06-3/10	5/10	Emmons Mechanical
Nome MH	Carpenter	Journeyman	4/06-4/10	6/10	Bering Straits Development Corp.
Nome MM	Plumber	Journeyman	3/06-3/10	5/10	Inactive at present
Nome JM	Plumber	Journeyman	11/07-11/11	12/11	Bering Straits Regional Housing Authority
Nome MS	Plumber	Journeyman	3/06-3/10	5/10	Bering Straits Development Corp.
Stebbins TS	Electrical	Journeyman	10/06-10/10	12/10	Inactive at present

Please copy and use another sheet if you need more spaces.

6. Please identify any problems or changes in your training project that will affect the budget, scope or timeline of the project. Is your training on schedule? What are the reasons for any difficulties or delays? Are you over budget/under budget? Have you had to change the initial scope?

Please provide an explanation to this change and your resolution to the variance.

We are finding it hard to stick to linear timelines with our apprenticeship programs as subsistence activities and other things take up our apprentices' time and delay their advancement on the jobs. This has been expected and written into our plan from the start. We keep our apprentices enrolled through their down times and start them back up where they left off, when they come back to work. Often this necessitates their changing employers, however. We average about 4 inactive apprentices but who they are has changed from season to season.

7. How are you or will you be evaluating the individuals being trained to ensure competency, skill level and understanding? (Testing, assessment, etc)

As mentioned earlier, we have contracted with experienced trainers, certified both in the fields of training and NCCER instruction for our program. (We have been the training agency for the NCCER train the trainers program for all our instructors). We just certified four more trainers. All of them live in the Region and know all of our apprentices through jobs they have worked together. The Apprentices will be able to bring questions to them as they study and test through each module of their material with them. The instructors are committed teachers, and enjoy contact with the apprentices. They have been searching them out to keep their training on track, and to work with them and show them skills in the workplace.

All the training is according to the NCCER course and testing procedures for the Journeyman status of the fields the apprentices are working in. We are keeping records of what they are doing in their training. We are also keeping track of the time each apprentice works in each segment of the Apprenticeship (signed by their employers), as required by the Bureau of Apprenticeship. We registered each apprentice with the Bureau, as they joined. We still hold quarterly meetings of our Apprenticeship Committee to check our progress, with the employers.

8. Please identify areas that we can assist you in the future.

Working with John Hakala at the Federal Bureau of Apprenticeships has been of great assistance. We hope to continue that relationship.